

**WBAY-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2017 - July 31, 2018**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Producer	2, 6-8, 10-13, 15, 18-20	6
Weekend Meteorologist	2, 6-10, 12-13, 15, 17-18, 20	17
Digital Coordinator	2, 6-11, 13, 15, 18-21	18
Promotions Producer	2-4, 6-13, 15, 18-21	4
News Producer	2, 5-8, 10-13, 15, 19-21	6
Multi-Platform Producer	2, 6-8, 10-16, 19-20, 22	11
News Producer	2, 6-8, 10-16, 18-20, 22	6
Digital Content Producer/Editor	1-2, 6-8, 10-16, 18-20, 22	6

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Career Fair	N	1
2	Conservative Jobs/The Leadership Institute 1101 North Highland Street Arlington, Virginia 22201 Phone : 703-247-2000 Url : <a href="http://www.conservativejobs.com">http://www.conservativejobs.com</a> Inez Kratman Manual Posting	N	0
3	Current Employee	N	6
4	Current Employee - Transfer/Promotion	N	1
5	Employee Referral	N	1
6	Gray Television Group, Inc. 4370 Peachtree Road, NE Suite 400 Atlanta, Georgia 30319 Phone : 404-266-8333 Url : <a href="https://gray.tv">https://gray.tv</a> Human Resources Manual Posting	N	10
7	Illinois Center for Broadcasting 455 Eisenhower Ln. South Ste. 200 Lombard, Illinois 60148 Phone : 630-916-1700 ext. 3114 Url : <a href="http://www.funjobsonair.com">http://www.funjobsonair.com</a> Email : <a href="mailto:cjackson@beonair.com">cjackson@beonair.com</a> Carl Jackson	N	0
8	Indeed.com 6433 Champion Grandview Way Austin, Texas 78750 Url : <a href="https://www.indeed.com">https://www.indeed.com</a> Human Resources Manual Posting	N	5
9	Itt-Tech 470 Security Blvd Green Bay, Wisconsin 54313 Phone : 920-662-9000 Url : <a href="http://www.itt-tech.edu">http://www.itt-tech.edu</a> Email : <a href="mailto:sgraap@itt-tech.edu">sgraap@itt-tech.edu</a> Steve Graap	N	0

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10	Job Center of Wisconsin 325 N. Roosevelt Street Green Bay, Wisconsin 54301 Phone : 920-448-6773 Url : <a href="https://jobcenterofwisconsin.com">https://jobcenterofwisconsin.com</a> Georgia Drossart Manual Posting	N	2
11	Jobs for Wisconsin Grads University of Wisconsin- Green Bay 2420 Nicolet Dr. Student Services Bldg Rm 1600 Green Bay, Wisconsin 54311 Phone : 920-465-2163 Url : <a href="http://jobs4wigrads.com">http://jobs4wigrads.com</a> Administrative Support Manual Posting	N	1
12	Madison Media Institute One Point Place, Suite 1 Madison, Wisconsin 53719 Phone : 800-236-4997 Url : <a href="http://www.mediainstitute.edu">http://www.mediainstitute.edu</a> Email : <a href="mailto:Nbrost1@mediainstitute.edu">Nbrost1@mediainstitute.edu</a> Nathaniel Brost	N	0
13	Michigan Works 312 E. Genesee Saginaw, Michigan 48607 Phone : 888-522-0103 Url : <a href="http://www.michiganworks.com">http://www.michiganworks.com</a> Rob Arndt Manual Posting	N	0
14	National Assoc. of Hispanic Journalists 1050 Connecticut Ave. NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Url : <a href="http://nahj.org">http://nahj.org</a> Email : <a href="mailto:kolivas@nahj.org">kolivas@nahj.org</a> Julio Moran	N	0
15	Oneida Tribe of Indians 909 Packerland Drive Green Bay, Wisconsin 54303 Phone : 920-496-7860 Url : <a href="https://oneida-nsn.gov">https://oneida-nsn.gov</a> Email : <a href="mailto:hrd_general@oneidanation.org">hrd_general@oneidanation.org</a> HR Administrative	N	0

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16	UW Madison School of Journalism Placement Office 821 University Avenue Madison, Wisconsin 53706 Phone : 608-890-1046 Url : <a href="http://www.wisc.edu">http://www.wisc.edu</a> Pam Garcia Manual Posting	N	0
17	Walk In/Self-Referral	N	1
18	WBAY-TV 115 S. Jefferson Street Green Bay, Wisconsin 54301 Phone : 920-438-3220 Url : <a href="http://www.wbay.com">http://www.wbay.com</a> Email : <a href="mailto:kcoonen@wbay.com">kcoonen@wbay.com</a> Kelly Coonen	N	4
19	WIPCCC 122 W. Washington Ave Ste. 700 Madison, Wisconsin 53703 Url : <a href="http://www.wipccc.org">http://www.wipccc.org</a> Jobs Online Manual Posting	N	0
20	Wisconsin Broadcasters Association 44 E. Mifflin Street Suite 900 Madison, Wisconsin 53703 Phone : 608-255-2600 Url : <a href="http://wi-broadcasters.org">http://wi-broadcasters.org</a> Torrie Kennedy Manual Posting	N	0
21	Wisconsin Tech Connect 4622 University Ave PO Box 7874 Madison, Wisconsin 53707 Url : <a href="http://www.wisconsintechconnect.com">http://www.wisconsintechconnect.com</a> Jobs Online Manual Posting	N	0
22	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

**TOTAL INTERVIEWS OVER REPORTING PERIOD:**

**32**

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	11/17/2017	Participation in scholarship programs	Participated in the evaluation process of Scholarship applications with the Wisconsin Broadcasters Association. WBAY also made a donation to the Scholarship Program.	1	Operations Manager
2	1/24/2018	Participation in events or programs sponsored by educational institutions	Job Shadow with Severe Weather Specialist for 4.5 hours to see what a Meteorologist Career is like.	1	Severe Weather Specialist
3	3/9/2018	Participation in events or programs sponsored by educational institutions	Operations Director gave a tour to Fond du Lac High School's Broadcast Journalism Class. These students are currently getting hands-on experience in broadcasting, as they produce a daily 1-3 minute newscasts in their class. Director discussed different broadcasting careers, and they watched a live newscast, dividing their time between the studio and the control room.	1	Operations Manager
4	3/10/2018	Participation in events sponsored by community groups	Valley Bureau Chief had a booth at a Career in Sports Fair sponsored by the WI Herd.	1	Valley Bureau Chief
5	6/10/2018	Establishment of an intern program designed to assist members of the community	The WBAY news room had two internships from June through August 2018. The students were from University of Wisconsin Whitewater and University of Wisconsin Oshkosh.	2	Intern Intern
6	6/20/2018	Provision of training to management	EEO Seminar: Bring your Bias - Recognizing overcoming unconscious decision-making which was held as part of the WBA's 2018 Summer Conference.	1	GM, Vice President